



## Human Resources Management (HRM) Enterprise Architecture (EA) Update



# Human Resources Management Enterprise Architecture **COLLABORATION FORUM**

Hosted by Personnel and Readiness Information Management

### UPCOMING HRM EA EVENTS:

#### *HRM Sharing Day August 10, 2011*

Participate and learn more about HRM Core Business Mission (CBM).

The focus of Sharing Day is information sharing in a presentation-style environment. It is geared towards senior-level managers and functional experts (both from the HRM community and other core business mission areas) interested in learning more about the work of HRM.

#### Key topics include:

- Sharing HRM community work and issues across CBM areas
- Increasing understanding of and integration with the HRM extension of the Business Enterprise Architecture (BEA)
- Describing how HRM leverages the HRM EA to analyze and solve business challenges

For more information, visit our [HRM EA Outreach Events page](#).

## HRM EA Collaboration Forum

Personnel and Readiness Information Management (P&R IM) hosts a Collaboration Forum (CF), which provides a venue for functional and technical experts to discuss and problem solve enterprise architecture issues in a collaborative setting. Participants are given exposure to initiatives and EA methodologies at the BEA, HRM, and Service levels. P&R IM hosted the latest HRM EA Collaboration Forum on May 18, 2011, showcasing HRM's collaboration efforts with other agencies (see box below).



### Spotlight: Defense Manpower Data Center (DMDC)

A DMDC Enterprise Architect presented the DMDC approach to solving a common architectural issue - updating HRM data across the Department of Defense (DoD). Currently, HRM data have multiple definitions from a variety of sources across the DoD Components (Army, Navy, Air Force, and Marine Corps). Updating these data with common data definitions (or semantic metadata) will improve the quality of the data exchange across all the Components, Department of Veterans Affairs (VA), and the entire DoD community.

An improved data exchange across the DoD community will create a common HRM data language for collaboration, information sharing, and shared understanding. The DMDC method and approach to addressing the HRM data issue leverage multiple resources. The presenter discussed how the DMDC is using a combination of Service Oriented Architecture (SOA), Common Update Framework (CUF), semantic web, and hierarchy tree processing to manage the DMDC ontology and information sharing needs. To view this presentation and other presentations from the CF please visit the link at the bottom of the page.

### Other Collaboration Forum topics included:

- **Military Health System(MHS)/Tricare Management EA**- Discuss the integration of HRM EA and MHS EA to ensure line of sight for visibility and decision making from BEA through HRM for the improvement of healthcare delivery
- **United States Military Entrance Processing Command (USMEPCOM) on HRM Recruiting and Accession Thread**- Analyzed MEPCOM process models for integration into the HRM EA
- **Social Security Administration EA**- Defined how architecture helped develop an interim solution that seeks to improve the processing of DoD medical records in response to Wounded Warriors' applications for Social Security Disability Insurance (long term solution is Virtual Lifetime Electronic Record (VLER))
- **Department of Defense Education Activity (DoDEA) EA**- Conducted an EA Readiness Assessment to identify challenges and objectives; developed several Department of Defense Architecture Framework (DoDAF) models (AV-1, OV-1, OV-5a, OV-6c, SV-1) for DoDEA Information Technology (IT) Division (one of DoDEA's 12 supporting offices); and continuing to build DoDAF products, providing EA education, and developing Standard Operating Procedures
- **HRM Enterprise Standards Mapping to HRM EA**- Walked through HRM EA Manage Military Personnel Retirement OV-6c to show the alignment of the HRM Enterprise Standards and Common Human Resources Information Standard (CHRIS) to the HRM EA
- **End to End (E2E) and Hire to Retire (H2R)**- Conducted open forum on E2E Business Models and Ontology, HRM EA approach, HRM E2E Alignment to the HRM EA, H2R Touch points to other E2Es and impact to EA Development

For more information or for instructions on how to access the Collaboration Forum presentations, visit our [HRM EA Outreach page](#).

## Evolving HRM EA

As the HRM Core Business Mission (CBM) Manager, P&R IM develops and maintains the HRM portion of the Business Enterprise Architecture (BEA). HRM EA helps to inform decision makers on investment priority management decisions, where to initiate Continuous Process Improvement activities, BEA integration, architecture federation, and other cross-cutting purposes.

Every six months (March/September), P&R IM releases a series of updates to the HRM EA. These releases contain the content and concepts that will be available for compliance in the annual March release of the BEA. The latest release (March 2011) includes a decomposition and development of Operational Resource Flow Description (OV-2), Operational Resource Flow Matrix (OV-3), Operational Activity Decomposition Tree (OV-5a), Operational Activity Model (OV-5b Integrated Definition for Activity Model (IDEF0)), Business Process Model (OV-6c), Systems Functionality Description (SV-4), Operational Activity to Systems Function Traceability Matrix (SV-5a) models, and corresponding Integrated Dictionary (AV-2) for the following areas:

- Quality of Life Program (QoL) Management
- Quality of Life Program (QoL) Delivery
  - Morale, Welfare and Recreation (MWR)
  - Family Support
- Casualty Assistance Program
- Integrated the HRM ES into the HRM EA for the Retirement business area
- Additional modifications were made to other interfacing areas to improve alignment of the MHS EA with the HRM EA

To view the latest release and access additional information regarding the updates, access the **Product Encyclopedia** on the HRM Website.

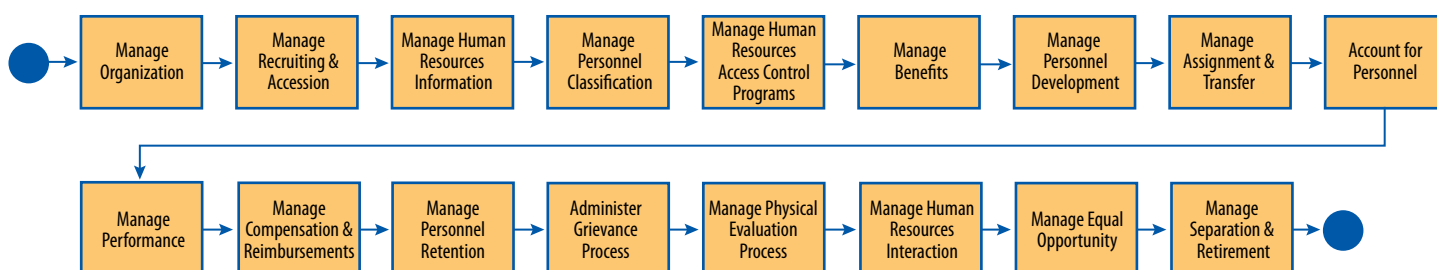
### About HRM EA Outreach

HRM EA Outreach provides a variety of resources to educate, engage, and inform the Department of Defense (DoD), as well as other EA communities about HRM enterprise architecture. Stay tuned for new HRM EA resources.

Learn more about our resources and the next event (HRM Sharing Day), by visiting the **HRM EA Outreach page**.



## End to End Flow: Hire to Retire



DoD introduced End-to-Ends (E2E) in 2009 as a way to improve the Department's ability to manage business operations from an E2E perspective. E2Es are integrated Business Flows which span both functions and organizations. The major focus of the BEA 8.0 was the evolution and refinement of the Hire to Retire (H2R) and Procure to Pay (P2P) E2Es.

P&R IM is primarily responsible for developing and refining the scope of the H2R E2E. P&R IM worked with the Business Transformation Agency (BTA) and the Office of the Deputy Chief Management Officer (DCMO) to decompose the six original H2R activities to more accurately represent HRM activities, which is depicted in the current H2R E2E (see above). This effort also identified "Orphans" - activities from the original H2R E2E that

did not fit in the new H2R E2E. P&R IM and the DCMO are currently identifying placement of the "Orphans" into existing E2Es or potentially creating new E2Es to capture those activities.

*Orphans: Military Health Services, Manage Travel, Law Enforcement, Physical Security, Safety, Interagency Support, Policy and Guidance*

**NEXT STEPS:** P&R IM is actively preparing for the release of BEA 9.0 by integrating HRM ES and Finance and Accounting Enterprise Standards (specific to Personnel & Pay) into the HRM EA and BEA and continuing to define, as well as understand the impact of the E2Es on HRM EA and HRM Investment Management (HRM IM).

Please visit the **P&R IM website** for the most up-to-date information.